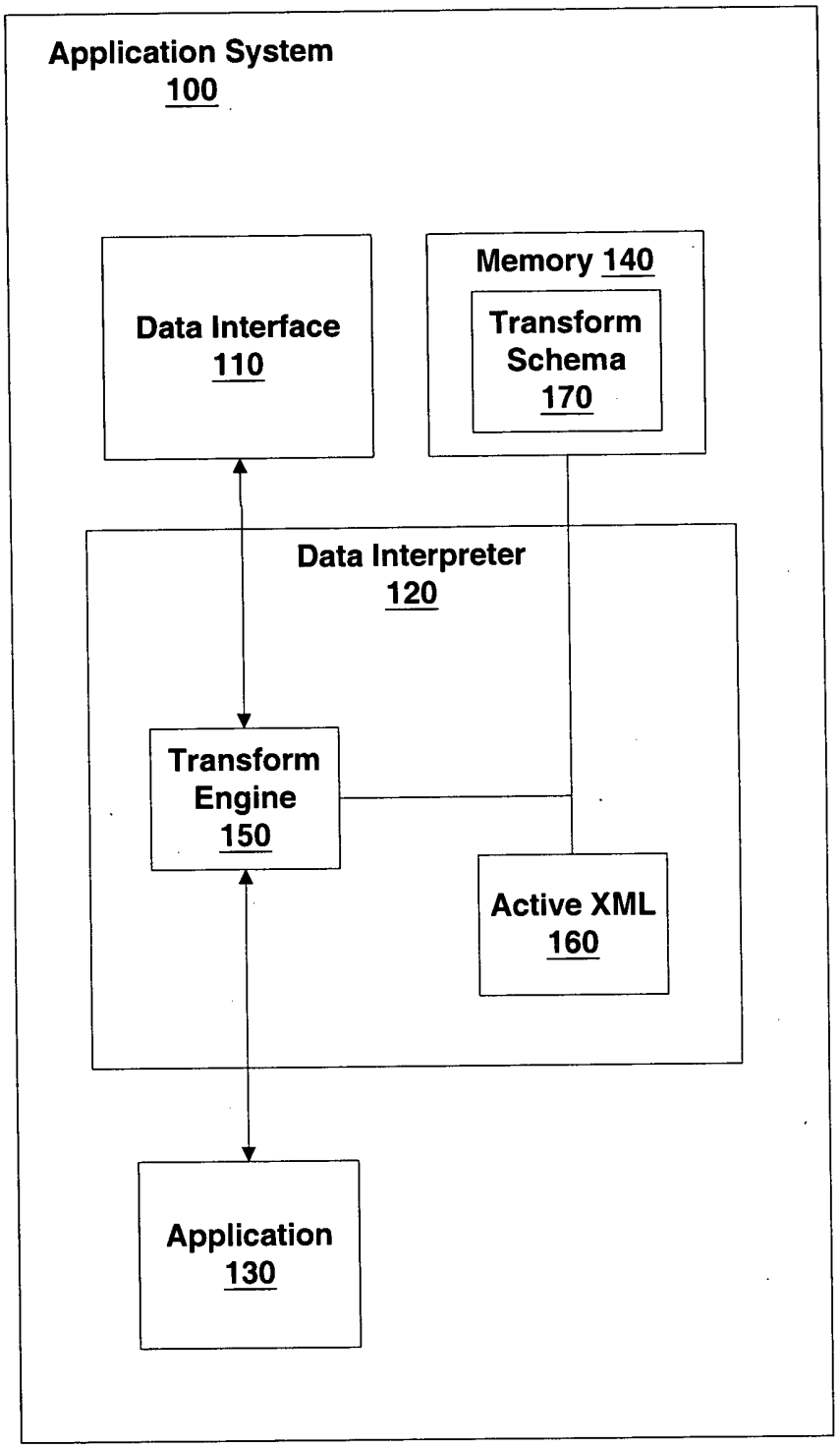
Application System
100
Data Interface
110
Memory 140
Transform
Schema
170
Data Interpreter
120
Transform
Engine
150
Active XML
160
Application
130

FIG. 1

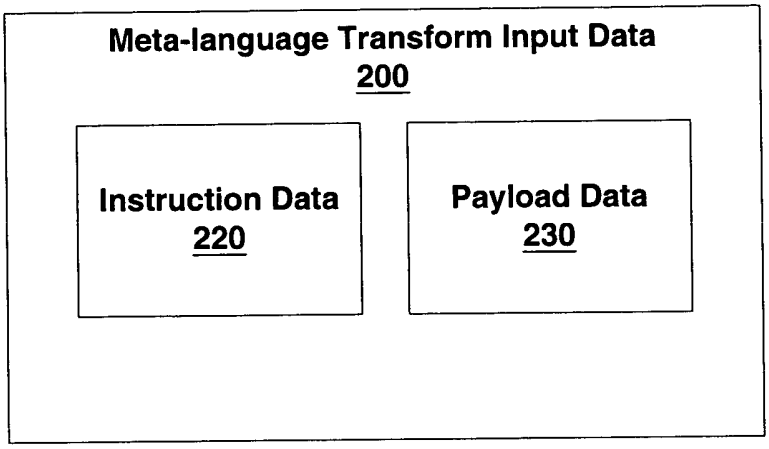
Meta-language Transform Input Data
200
Instruction Data
220
Payload Data
230

FIG. 2

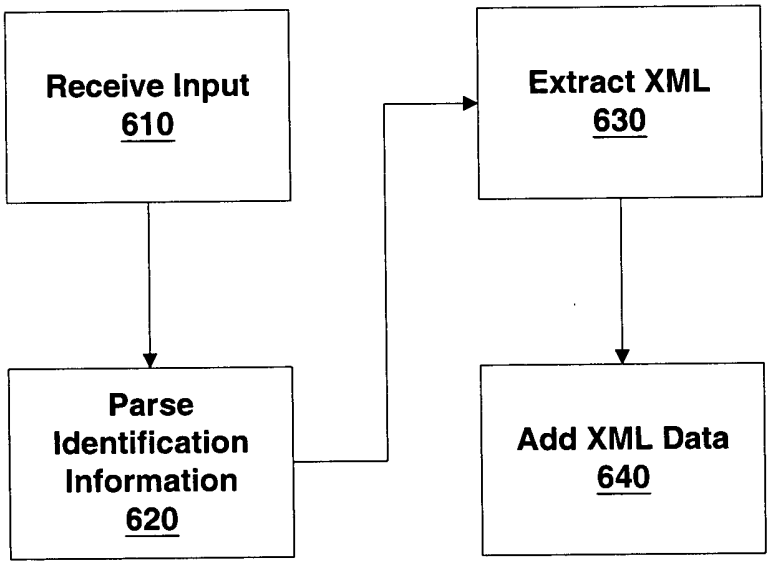
Receive Input
610
Extract XML
630
Parse
Identification
Information
620
Add XML Data
640

FIG. 6

Line	Data To Be Transformed
1	- <PERSON_BASIC_FULLSYNC>
2	- <FieldTypes>
3	- <PERSON class="**R**">
4	<EMPLID type="**CHAR**" />
5	<PER_STATUS type="**CHAR**" />
6	<BIRTHDATE type="**DATE**" />
7	<BIRTHPLACE type="**CHAR**" />
8	<BIRTHCOUNTRY type="**CHAR**" />
9	<BIRTHSTATE type="**CHAR**" />
10	<DT_OF_DEATH type="**DATE**" />
11	<ORIG_HIRE_DT type="**DATE**" />
12	<HIGHLY_COMP_EMPL_C type="**CHAR**" />
13	<HIGHLY_COMP_EMPL_P type="**CHAR**" />
14	</PERSON>
15	- <EMAIL_ADDRESSES class="**R**">
16	<EMPLID type="**CHAR**" />
17	<E_ADDR_TYPE type="**CHAR**" />
18	<EMAIL_ADDR type="**CHAR**" />
19	</EMAIL_ADDRESSES>
20	- <PERSONAL_PHONE class="**R**">
21	<EMPLID type="**CHAR**" />
22	<PHONE_NUMBER type="**CHAR**" />
23	</PERSONAL_PHONE>
24	- <PERS_DATA_EFFDT class="**R**">
25	<EMPLID type="**CHAR**" />
26	<EFFDT type="**DATE**" />
27	<PER_TYPE type="**CHAR**" />
28	<MAR_STATUS type="**CHAR**" />
29	<MAR_STATUS_DT type="**DATE**" />
30	<SEX type="**CHAR**" />
31	<AGE_STATUS type="**CHAR**" />
32	<HIGHEST_EDUC_LVL type="**CHAR**" />
33	<FT_STUDENT type="**CHAR**" />
34	<LANG_CD type="**CHAR**" />
35	<YEARS_OF_EXP type="**NUMBER**" />
36	<APPLID type="**CHAR**" />
37	<APP_DT type="**DATE**" />
38	<ALTER_EMPLID type="**CHAR**" />
39	<BILINGUALISM_CODE type="**CHAR**" />
40	<HEALTH_CARE_NBR type="**CHAR**" />
41	<HEALTH_CARE_STATE type="**CHAR**" />
42	<GUARDIAN_CHE type="**CHAR**" />
43	<MILIT_SITUATN_ESP type="**CHAR**" />
44	<SOC_SEC_AFF_DT type="**DATE**" />
45	<GVT_CRED_MIL_SVCE type="**CHAR**" />
46	<GVT_MILITARY_COMP type="**CHAR**" />
47	<GVT_MIL_GRADE type="**CHAR**" />
48	<GVT_MIL_RESRVE_CAT type="**CHAR**" />
49	<GVT_VET_PREF_RIF type="**CHAR**" />
50	<ETHNIC_GROUP type="**CHAR**" />
51	<GVT_DISABILITY_CD type="**CHAR**" />
52	<GVT_CURR_AGCY_EMPL type="**CHAR**" />
53	<GVT_CURR_FED_EMPL type="**CHAR**" />
54	<GVT_HIGH_PAY_PLAN type="**CHAR**" />
55	<GVT_HIGH_GRADE type="**CHAR**" />

FIG. 3A

Line	Data To Be Transformed – Continued
56	<GVT_TENURE type="**CHAR**" />
57	<GVT_PAY_PLAN type="**CHAR**" />
58	<BARG_UNIT type="**CHAR**" />
59	<HR_RESPONSIBLE_ID type="**CHAR**" />
60	<MILITARY_STAT_ITA type="**CHAR**" />
61	<MILITARY_RANK_ITA type="**CHAR**" />
62	<MILITARY_END_ITA type="**DATE**" />
63	<US_WORK_ELIGIBILTY type="**CHAR**" />
64	<MILITARY_STATUS type="**CHAR**" />
65	<CITIZEN_PROOF1 type="**CHAR**" />
66	<CITIZEN_PROOF2 type="**CHAR**" />
67	<SMOKER type="**CHAR**" />
68	<MEDICARE_ENTLD_DT type="**DATE**" />
69	<SMOKER_DT type="**DATE**" />
70	<FP_ACTION_2 type="**CHAR**" />
71	<ACTION_REASON type="**CHAR**" />
72	<FP_ACTION_REQ type="**CHAR**" />
73	<FP_SUPDOC_REQ type="**CHAR**" />
74	<LAST_UPDATE_DATE type="**DATE**" />
75	</PERS_DATA_EFFDT>
76	- <NAMES class="**R**">
77	<EMPLID type="**CHAR**" />
78	<NAME_TYPE type="**CHAR**" />
79	<EFFDT type="**DATE**" />
80	<COUNTRY_NM_FORMAT type="**CHAR**" />
81	<NAME type="**CHAR**" />
82	<NAME_INITIALS type="**CHAR**" />
83	<NAME_PREFIX type="**CHAR**" />
84	<NAME_SUFFIX type="**CHAR**" />
85	<NAME_ROYAL_PREFIX type="**CHAR**" />
86	<NAME_ROYAL_SUFFIX type="**CHAR**" />
87	<NAME_TITLE type="**CHAR**" />
88	<LAST_NAME_SRCH type="**CHAR**" />
89	<FIRST_NAME_SRCH type="**CHAR**" />
90	<LAST_NAME type="**CHAR**" />
91	<FIRST_NAME type="**CHAR**" />
92	<MIDDLE_NAME type="**CHAR**" />
93	<SECOND_LAST_NAME type="**CHAR**" />
94	<SECOND_LAST_SRCH type="**CHAR**" />
95	<NAME_AC type="**CHAR**" />
96	<PREF_FIRST_NAME type="**CHAR**" />
97	<PARTNER_LAST_NAME type="**CHAR**" />
98	<PARTNER_ROY_PREFIX type="**CHAR**" />
99	<LAST_NAME_PREF_NLD type="**CHAR**" />
100	</NAMES>
101	- <ADDRESSES class="**R**">
102	<EMPLID type="**CHAR**" />
103	<ADDRESS_TYPE type="**CHAR**" />
104	<EFFDT type="**DATE**" />
105	<EFF_STATUS type="**CHAR**" />
106	<COUNTRY type="**CHAR**" />
107	<ADDRESS1 type="**CHAR**" />
108	<ADDRESS2 type="**CHAR**" />
109	<CITY type="**CHAR**" />
110	<NUM1 type="**CHAR**" />

FIG. 3B

Line	Data To Be Transformed – Continued
111	<NUM2 type="**CHAR**" />
112	<HOUSE_TYPE type="**CHAR**" />
113	<ADDR_FIELD1 type="**CHAR**" />
114	<ADDR_FIELD2 type="**CHAR**" />
115	<COUNTY type="**CHAR**" />
116	<STATE type="**CHAR**" />
117	<POSTAL type="**CHAR**" />
118	<GEO_CODE type="**CHAR**" />
119	<IN_CITY_LIMIT type="**CHAR**" />
120	<ADDRESS1_AC type="**CHAR**" />
121	<ADDRESS2_AC type="**CHAR**" />
122	<CITY_AC type="**CHAR**" />
123	<REG_REGION type="**CHAR**" />
124	</ADDRESSES>
125	- <PERS_NID class="**R**">
126	<EMPLID type="**CHAR**" />
127	<COUNTRY type="**CHAR**" />
128	<NATIONAL_ID_TYPE type="**CHAR**" />
129	<NATIONAL_ID type="**CHAR**" />
130	<SSN_KEY_FRA type="**CHAR**" />
131	<PRIMARY_NID type="**CHAR**" />
132	<TAX_REF_ID_SGP type="**CHAR**" />
133	</PERS_NID>
134	- <PSCAMA class="**R**">
135	<LANGUAGE_CD type="**CHAR**" />
136	<AUDIT_ACTN type="**CHAR**" />
137	<BASE_LANGUAGE_CD type="**CHAR**" />
138	<MSG_SEQ_FLG type="**CHAR**" />
139	<PROCESS_INSTANCE type="**NUMBER**" />
140	<PUBLISH_RULE_ID type="**CHAR**" />
141	<MSGNODENAME type="**CHAR**" />
142	</PSCAMA>
143	</FieldTypes>
144	- <MsgData>
145	- <Transaction>
146	- <PERSON class="**R**">
147	<EMPLID>**B-BARET100**</EMPLID>
148	<PER_STATUS>**E**</PER_STATUS>
149	<BIRTHDATE>**1953-10-14**</BIRTHDATE>
150	<BIRTHPLACE />
151	<BIRTHCOUNTRY />
152	<BIRTHSTATE />
153	<DT_OF_DEATH />
154	<ORIG_HIRE_DT>**1993-01-25**</ORIG_HIRE_DT>
155	<HIGHLY_COMP_EMPL_C>**N**</HIGHLY_COMP_EMPL_C>
156	<HIGHLY_COMP_EMPL_P>**N**</HIGHLY_COMP_EMPL_P>
157	- <PERS_DATA_EFFDT class="**R**">
158	<EMPLID>**B-BARET100**</EMPLID>
159	<EFFDT>**1993-01-25**</EFFDT>
160	<PER_TYPE />
161	<MAR_STATUS>**M**</MAR_STATUS>
162	<MAR_STATUS_DT>**1993-01-25**</MAR_STATUS_DT>
163	<SEX>**F**</SEX>
164	<AGE_STATUS>**Y**</AGE_STATUS>
165	<HIGHEST_EDUC_LVL>**A**</HIGHEST_EDUC_LVL>

FIG. 3C

Line	Data To Be Transformed – Continued
166	<FT_STUDENT>**N**</FT_STUDENT>
167	<LANG_CD />
168	<YEARS_OF_EXP>**0**</YEARS_OF_EXP>
169	<APPLID />
170	<APP_DT />
171	<ALTER_EMPLID />
172	<BILINGUALISM_CODE />
173	<HEALTH_CARE_NBR />
174	<HEALTH_CARE_STATE />
175	<GUARDIAN_CHE />
176	<MILIT_SITUATN_ESP />
177	<SOC_SEC_AFF_DT />
178	<GVT_CRED_MIL_SVCE />
179	<GVT_MILITARY_COMP />
180	<GVT_MIL_GRADE />
181	<GVT_MIL_RESRVE_CAT />
182	<ETHNIC_GROUP />
183	<GVT_DISABILITY_CD>**05**</GVT_DISABILITY_CD>
184	<GVT_CURR_AGCY_EMPL>**N**</GVT_CURR_AGCY_EMPL>
185	<GVT_CURR_FED_EMPL>**N**</GVT_CURR_FED_EMPL>
186	<GVT_HIGH_PAY_PLAN />
187	<GVT_HIGH_GRADE />
188	<GVT_TENURE />
189	<GVT_PAY_PLAN />
190	<BARG_UNIT />
191	<HR_RESPONSIBLE_ID />
192	<MILITARY_STAT_ITA />
193	<MILITARY_RANK_ITA />
194	<MILITARY_END_ITA />
195	<US_WORK_ELIGIBILTY>**Y**</US_WORK_ELIGIBILTY>
196	<MILITARY_STATUS>**1**</MILITARY_STATUS>
197	<CITIZEN_PROOF1 />
198	<CITIZEN_PROOF2 />
199	<SMOKER>**N**</SMOKER>
200	<MEDICARE_ENTLD_DT />
201	<SMOKER_DT>**1993-01-25**</SMOKER_DT>
202	<FP_ACTION_2 />
203	<ACTION_REASON />
204	<FP_ACTION_REQ>**N**</FP_ACTION_REQ>
205	<FP_SUPDOC_REQ>**N**</FP_SUPDOC_REQ>
206	<LAST_UPDATE_DATE>**2001-05-25**</LAST_UPDATE_DATE>
207	</PERS_DATA_EFFDT>
208	- <PSCAMA class="**R**">
209	<AUDIT_ACTN>**A**</AUDIT_ACTN>
210	</PSCAMA>
211	- <NAMES class="**R**">
212	<EMPLID>**B-BARET100**</EMPLID>
213	<NAME_TYPE>**PRI**</NAME_TYPE>
214	<EFFDT>**1993-01-25**</EFFDT>
215	<COUNTRY_NM_FORMAT>**USA**</COUNTRY_NM_FORMAT>
216	<NAME>**Default,Tocurrent1**</NAME>
217	<NAME_INITIALS />
218	<NAME_PREFIX />
219	<NAME_SUFFIX />
220	<NAME_ROYAL_PREFIX />

FIG. 3D

Line	Data To Be Transformed – Continued
221	<NAME_ROYAL_SUFFIX />
222	<NAME_TITLE />
223	<LAST_NAME_SRCH>**DEFAULT**</LAST_NAME_SRCH>
224	<FIRST_NAME_SRCH>**TOCURRENT**</FIRST_NAME_SRCH>
225	<LAST_NAME>**Default**</LAST_NAME>
226	<FIRST_NAME>**Tocurrent1**</FIRST_NAME>
227	<MIDDLE_NAME />
228	<SECOND_LAST_NAME />
229	<SECOND_LAST_SRCH />
230	<NAME_AC />
231	<PREF_FIRST_NAME />
232	<PARTNER_LAST_NAME />
233	<PARTNER_ROY_PREFIX />
234	<LAST_NAME_PREF_NLD>**1**</LAST_NAME_PREF_NLD>
235	</NAMES>
236	- <PSCAMA class="**R**">
237	<AUDIT_ACTN>**A**</AUDIT_ACTN>
238	</PSCAMA>
239	- <ADDRESSES class="**R**">
240	<EMPLID>**B-BARET100**</EMPLID>
241	<ADDRESS_TYPE>**HOME**</ADDRESS_TYPE>
242	<EFFDT>**1993-01-25**</EFFDT>
243	<EFF_STATUS>**A**</EFF_STATUS>
244	<COUNTRY>**USA**</COUNTRY>
245	<ADDRESS1>**12 Main St.**</ADDRESS1>
246	<ADDRESS2 />
247	<CITY>**Pleasanton**</CITY>
248	<NUM1 />
249	<NUM2 />
250	<HOUSE_TYPE />
251	<ADDR_FIELD1 />
252	<ADDR_FIELD2 />
253	<COUNTY />
254	<STATE>**CA**</STATE>
255	<POSTAL>**94588**</POSTAL>
256	<GEO_CODE />
257	<IN_CITY_LIMIT />
258	<ADDRESS1_AC />
259	<ADDRESS2_AC />
260	<CITY_AC />
261	<REG_REGION />
262	</ADDRESSES>
263	- <PSCAMA class="**R**">
264	<AUDIT_ACTN>**A**</AUDIT_ACTN>
265	</PSCAMA>
266	- <ADDRESSES class="**R**">
267	<EMPLID>**B-BARET100**</EMPLID>
268	<ADDRESS_TYPE>**MAIL**</ADDRESS_TYPE>
269	<EFFDT>**1993-01-25**</EFFDT>
270	<EFF_STATUS>**A**</EFF_STATUS>
271	<COUNTRY>**USA**</COUNTRY>
272	<ADDRESS1>**12 Main St.**</ADDRESS1>
273	<ADDRESS2 />
274	<CITY>**Pleasanton**</CITY>
275	<NUM1 />

FIG. 3E

Line	Data To Be Transformed – Continued
276	<NUM2 />
277	<HOUSE_TYPE />
278	<ADDR_FIELD1 />
279	<ADDR_FIELD2 />
280	<COUNTY />
281	<STATE>**CA**</STATE>
282	<POSTAL>**994588**</POSTAL>
283	<GEO_CODE />
284	<IN_CITY_LIMIT />
285	<ADDRESS1_AC />
286	<ADDRESS2_AC />
287	<CITY_AC />
288	<REG_REGION />
289	</ADDRESSES>
290	- <PSCAMA class="**R**">
291	<AUDIT_ACTN>**A**</AUDIT_ACTN>
292	</PSCAMA>
293	- <PERS_NID class="**R**">
294	<EMPLID>**B-BARET100**</EMPLID>
295	<COUNTRY>**USA**</COUNTRY>
296	<NATIONAL_ID_TYPE>**PR**</NATIONAL_ID_TYPE>
297	<NATIONAL_ID>**000999000**</NATIONAL_ID>
298	<SSN_KEY_FRA />
299	<PRIMARY_NID>**Y**</PRIMARY_NID>
300	<TAX_REF_ID_SGP>**N**</TAX_REF_ID_SGP>
301	</PERS_NID>
302	- <PSCAMA class="**R**">
303	<AUDIT_ACTN>**A**</AUDIT_ACTN>
304	</PSCAMA>
325	- <PERSONAL_PHONE class="**R**">
306	<EMPLID>**B-BARET100**</EMPLID>
307	<PHONE_NUMBER>**800-380-7638**</PHONE_NUMBER>
308	</PERSONAL_PHONE>
309	- <PSCAMA class="**R**">
310	<AUDIT_ACTN>**A**</AUDIT_ACTN>
311	</PSCAMA>
312	</PERSON>
313	- <PSCAMA class="**R**">
314	<LANGUAGE_CD>**ENG**</LANGUAGE_CD>
315	<AUDIT_ACTN>**A**</AUDIT_ACTN>
316	<BASE_LANGUAGE_CD>**ENG**</BASE_LANGUAGE_CD>
317	<MSG_SEQ_FLG />
318	<PROCESS_INSTANCE>**67**</PROCESS_INSTANCE>
319	<PUBLISH_RULE_ID>**PERSON_BASIC**</PUBLISH_RULE_ID>
320	<MSGNODENAME />
321	</PSCAMA>
322	</Transaction>
323	</MsgData>
324	</PERSON_BASIC_FULLSYNC>

FIG. 3F

Line	Active XML
1	- <LM_TRANSFORMATION_PARAMETERS>
2	<transmission_type>**IA**</transmission_type>
3	<source_node>**PSFT_HR**</source_node>
4	<dest_node>**PSFT_LM**</dest_node>
5	<source_message_name>**PERSON_BASIC_FULLSYNC**</source_message_name>
6	<dest_message_name>**LM_PERSON_BASIC_FULLSYNC**</dest_message_name>
7	<source_message_version>**VERSION_2**</source_message_version>
8	<dest_message_version>**VERSION_2**</dest_message_version>
9	<application_release>**PeopleSoft HCM 8.8**</application_release>
10	</LM_TRANSFORMATION_PARAMETERS>
11	- <LM_TRANSFORMATION_SCHEMA>
12	- <transformation type="**IA**" application_release="**PeopleSoft HCM 8.8**" default_node="**PSFT_HR**">
13	- <structure>
14	- <message message_name="**PERSON_BASIC_FULLSYNC**"
15	new_message_name="**LM_PERSON_BASIC_FULLSYNC**">
16	- <LM_PERSON class="**R**" source_record="**PERSON**">
17	<LM_PERSON_ID type="**CHAR**" source_field="**EMPLID**" />
18	<LM_PER_STATUS type="**CHAR**" source_field="**PER_STATUS**" />
19	<LM_BIRTHDATE type="**DATE**" source_field="**BIRTHDATE**" />
20	<LM_COMM_METHOD type="**CHAR**" value="**EMAL**" />
21	<LM_SOURCE_IND type="**CHAR**" value="**HRMS**" />
22	<LM_EXT_PERSON_FLG type="**CHAR**" value="**N**" />
23	<LM_HR_EMPLID type="**CHAR**" source_field="**EMPLID**" />
24	<LM_ROW_ADDED_DTTM type="**DATETIME**" value="" />
25	<LM_ROW_ADDED_OPRID type="**CHAR**" value="**PPLSOFT**" />
26	<LM_ROW_MAINT_DTTM type="**DATETIME**" value="" />
27	<LM_ROW_MAINT_OPRID type="**CHAR**" value="**PPLSOFT**" />
28	- <LM_PERSON_EFFDT class="**R**" source_record="**PERS_DATA_EFFDT**">
29	<LM_PERSON_ID type="**CHAR**" source_field="**EMPLID**" />
30	<EFFDT type="**DATE**" source_field="**EFFDT**" />
31	<LM_LANG_CD type="**CHAR**" source_field="**LANG_CD**" />
32	<LM_SEX type="**CHAR**" source_field="**SEX**" />
33	<LM_ROW_ADDED_DTTM type="**DATETIME**" value="" />
34	<LM_ROW_ADDED_OPRID type="**CHAR**" value="**PPLSOFT**" />
35	<LM_ROW_MAINT_DTTM type="**DATETIME**" value="" />
36	<LM_ROW_MAINT_OPRID type="**CHAR**" value="**PPLSOFT**" />
37	- <LM_PERSON_NAME class="**R**" source_record="**NAMES**">
38	<LM_PERSON_ID type="**CHAR**" source_field="**EMPLID**" />
39	<EFFDT type="**DATE**" source_field="**EFFDT**" />
40	<LM_NAME_TYPE type="**CHAR**" source_field="**NAME_TYPE**" />
41	<COUNTRY_NM_FORMAT type="**CHAR**"
42	source_field="**COUNTRY_NM_FORMAT**" />
43	<NAME type="**CHAR**" source_field="**NAME**" />
44	<NAME_INITIALS type="**CHAR**" source_field="**NAME_INITIALS**" />
45	</LM_PERSON_NAME>
46	</LM_PERSON_EFFDT>
47	- <LM_PERSON_ADDR class="**R**" source_record="**ADDRESSES**">
48	<LM_PERSON_ID type="**CHAR**" source_field="**EMPLID**" />
49	<LM_CM_PURP_TYPE type="**CHAR**" source_field="**ADDRESS_TYPE**" />
50	<EFFDT type="**DATE**" source_field="**EFFDT**" />
51	<EFF_STATUS type="**CHAR**" source_field="**EFF_STATUS**" />
52	<LM_PRIMARY type="**CHAR**" value="**N**" />
53	<LM_PHONE type="**CHAR**" source_field="**PHONE_NUMBER**"
54	source_record="**PERSONAL_PHONE**" />
55	<COUNTRY type="**CHAR**" source_field="**COUNTRY**"

FIG. 4A

Line	Active XML – Continued
56	translation_codeset="**COUNTRY_CODESET**" />
57	<ADDRESS1 type="**CHAR**" source_field="**ADDRESS1**" />
58	<ADDRESS2 type="**CHAR**" source_field="**ADDRESS2**" />
59	<CITY type="**CHAR**" source_field="**CITY**" />
60	<COUNTY type="**CHAR**" source_field="**COUNTY**" />
61	<POSTAL type="**CHAR**" source_field="**POSTAL**" />
62	</LM_PERSON_ADDR>
63	- <LM_PERSON_PHONE class="**R**" source_record="**PERSONAL_PHONE**">
64	<LM_PERSON_ID type="**CHAR**" source_field="**EMPLID**" />
65	<LM_PRIMARY type="**CHAR**" value="**N**" />
66	<LM_PHONE type="**CHAR**" source_field="**PHONE**" />
67	</LM_PERSON_PHONE>
68	- <LM_PERSON_OPRID class="**R**" source_record="">
69	<LM_PERSON_ID type="**CHAR**" value="**0**" />
70	<OPRID type="**CHAR**" value="" />
71	</LM_PERSON_OPRID>
72	</LM_PERSON>
73	<LM_PERS_NID>
74	<LM_PERSON_ID type="**CHAR**" source_field="**EMPLID**" />
75	<LM_NATIONAL_ID type="**CHAR**" source_field="**NATIONAL_ID**" />
76	</LM_PERS_NID>
77	</message>
78	</structure>
79	- <data>
80	- <translation_codeset name="**COUNTRY_CODESET**">
81	- <psft_function name="**codeset**" codesetname="**PS_COUNTRY_01**">
82	<parm name="**COUNTRY**" select="**./COUNTRY**" />
83	<parm name="**STATE**" select="**./STATE**" />
84	<value name="**PS_RET_01**" select="**.**" />
85	<value name="**PS_RET_02**" select="**../STATE**" createIfDNE="**yes**" />
86	</psft_function>
87	</translation_codeset>
88	</data>
89	</transformation>
90	</LM_TRANSFORMATION_SCHEMA>

FIG. 4B

Line	Transformed Data Output
1	- <LM_PERSON_BASIC_FULLSYNC>
2	- <FieldTypes>
3	- <LM_PERSON class="**R**">
4	<LM_PERSON_ID type="**CHAR**" />
5	<LM_PER_STATUS type="**CHAR**" />
6	<LM_BIRTHDATE type="**DATE**" />
7	<LM_COMM_METHOD type="**CHAR**" />
8	<LM_SOURCE_IND type="**CHAR**" />
9	<LM_EXT_PERSON_FLG type="**CHAR**" />
10	<LM_HR_EMPLID type="**CHAR**" />
11	<LM_ROW_ADDED_DTTM type="**DATETIME**" />
12	<LM_ROW_ADDED_OPRID type="**CHAR**" />
13	<LM_ROW_MAINT_DTTM type="**DATETIME**" />
14	<LM_ROW_MAINT_OPRID type="**CHAR**" />
15	</LM_PERSON>
16	- <LM_PERSON_EFFDT class="**R**">
17	<LM_PERSON_ID type="**CHAR**" />
18	<EFFDT type="**DATE**" />
19	<LM_LANG_CD type="**CHAR**" />
20	<LM_SEX type="**CHAR**" />
21	<LM_ROW_ADDED_DTTM type="**DATETIME**" />
22	<LM_ROW_ADDED_OPRID type="**CHAR**" />
23	<LM_ROW_MAINT_DTTM type="**DATETIME**" />
24	<LM_ROW_MAINT_OPRID type="**CHAR**" />
25	</LM_PERSON_EFFDT>
26	- <LM_PERSON_NAME class="**R**">
27	<LM_PERSON_ID type="**CHAR**" />
28	<EFFDT type="**DATE**" />
29	<LM_NAME_TYPE type="**CHAR**" />
30	<COUNTRY_NM_FORMAT type="**CHAR**" />
31	<NAME type="**CHAR**" />
32	<NAME_INITIALS type="**CHAR**" />
33	</LM_PERSON_NAME>
34	- <LM_PERSON_ADDR class="**R**">
35	<LM_PERSON_ID type="**CHAR**" />
36	<LM_CM_PURP_TYPE type="**CHAR**" />
37	<EFFDT type="**DATE**" />
38	<EFF_STATUS type="**CHAR**" />
39	<LM_PRIMARY type="**CHAR**" />
40	<LM_PHONE type="**CHAR**" />
41	<COUNTRY type="**CHAR**" />
42	<ADDRESS1 type="**CHAR**" />
43	<ADDRESS2 type="**CHAR**" />
44	<CITY type="**CHAR**" />
45	<COUNTY type="**CHAR**" />
46	<POSTAL type="**CHAR**" />
47	</LM_PERSON_ADDR>
48	- <LM_PERSON_PHONE class="**R**">
49	<LM_PERSON_ID type="**CHAR**" />
50	<LM_CM_PURP_TYPE type="**CHAR**" />
51	<LM_PRIMARY type="**CHAR**" />
52	<LM_COUNTRY_CODE type="**CHAR**" />
53	<LM_PHONE type="**CHAR**" />
54	</LM_PERSON_PHONE>
55	- <LM_PERSON_OPRID class="**R**">

FIG. 5A

Line	Transformed Data Output – Continued
56	<LM_PERSON_ID type="**CHAR**" />
57	<OPRID type="**CHAR**" />
58	</LM_PERSON_OPRID>
59	<LM_PERS_NID>
60	<LM_PERSON_ID type="**CHAR**"/>
61	<LM_NATIONAL_ID type="**CHAR**"/>
62	</LM_PERS_NID>
63	- <PSCAMA class="**R**">
64	<LANGUAGE_CD type="**CHAR**" />
65	<AUDIT_ACTN type="**CHAR**" />
66	<BASE_LANGUAGE_CD type="**CHAR**" />
67	<MSG_SEQ_FLG type="**CHAR**" />
68	<PROCESS_INSTANCE type="**NUMBER**" />
69	<PUBLISH_RULE_ID type="**CHAR**" />
70	<MSGNODENAME type="**CHAR**" />
71	</PSCAMA>
72	</FieldTypes>
73	- <MsgData>
74	- <Transaction>
75	- <LM_PERSON class="**R**">
76	<LM_PERSON_ID>**B-BARET100**</LM_PERSON_ID>
77	<LM_PER_STATUS>**E**</LM_PER_STATUS>
78	<LM_BIRTHDATE>**1953-10-14**</LM_BIRTHDATE>
79	<LM_COMM_METHOD>**EMAL**</LM_COMM_METHOD>
80	<LM_SOURCE_IND>**HRMS**</LM_SOURCE_IND>
81	<LM_EXT_PERSON_FLG>**N**</LM_EXT_PERSON_FLG>
82	<LM_HR_EMPLID>**B-BARET100**</LM_HR_EMPLID>
83	<LM_ROW_ADDED_DTTM />
84	<LM_ROW_ADDED_OPRID>**PPLSOFT**</LM_ROW_ADDED_OPRID>
85	<LM_ROW_MAINT_DTTM />
86	<LM_ROW_MAINT_OPRID>**PPLSOFT**</LM_ROW_MAINT_OPRID>
87	- <LM_PERSON_EFFDT class="**R**">
88	<LM_PERSON_ID>**B-BARET100**</LM_PERSON_ID>
89	<EFFDT>**1993-01-25**</EFFDT>
90	<LM_LANG_CD />
91	<LM_SEX>**F**</LM_SEX>
92	<LM_ROW_ADDED_DTTM />
93	<LM_ROW_ADDED_OPRID>**PPLSOFT**</LM_ROW_ADDED_OPRID>
94	<LM_ROW_MAINT_DTTM />
95	<LM_ROW_MAINT_OPRID>**PPLSOFT**</LM_ROW_MAINT_OPRID>
96	- <LM_PERSON_NAME class="**R**">
97	<LM_PERSON_ID>**B-BARET100**</LM_PERSON_ID>
98	<EFFDT>**1993-01-25**</EFFDT>
99	<LM_NAME_TYPE>**PRI**</LM_NAME_TYPE>
100	<COUNTRY_NM_FORMAT>**USA**</COUNTRY_NM_FORMAT>
101	<NAME>**Default,Tocurrent1**</NAME>
102	<NAME_INITIALS />
103	</LM_PERSON_NAME>
104	- <PSCAMA class="**R**">
105	<AUDIT_ACTN>**A**</AUDIT_ACTN>
106	</PSCAMA>
107	</LM_PERSON_EFFDT>
108	- <PSCAMA class="**R**">
109	<AUDIT_ACTN>**A**</AUDIT_ACTN>
110	</PSCAMA>

FIG. 5B

Line	Transformed Data Output – Continued
111	- <LM_PERSON_ADDR class="**R**">
112	<LM_PERSON_ID>**B-BARET100**</LM_PERSON_ID>
113	<LM_CM_PURP_TYPE>**HOME**</LM_CM_PURP_TYPE>
114	<EFFDT>**1993-01-25**</EFFDT>
115	<EFF_STATUS>**A**</EFF_STATUS>
116	<LM_PRIMARY>**N**</LM_PRIMARY>
117	<LM_PHONE>**800-380-7638**</LM_PHONE>
118	<COUNTRY>**USA**</COUNTRY>
119	<ADDRESS1>**12 Main St.**</ADDRESS1>
120	<ADDRESS2 />
121	<CITY>**Pleasanton**</CITY>
122	<COUNTY />
123	<POSTAL>**94588**</POSTAL>
124	</LM_PERSON_ADDR>
125	- <PSCAMA class="**R**">
126	<AUDIT_ACTN>**A**</AUDIT_ACTN>
127	</PSCAMA>
128	- <LM_PERSON_ADDR class="**R**">
129	<LM_PERSON_ID>**B-BARET100**</LM_PERSON_ID>
130	<LM_CM_PURP_TYPE>**MAIL**</LM_CM_PURP_TYPE>
131	<EFFDT>**1993-01-25**</EFFDT>
132	<EFF_STATUS>**A**</EFF_STATUS>
133	<LM_PRIMARY>**N**</LM_PRIMARY>
134	<LM_PHONE>**800-380-7638**</LM_PHONE>
135	<COUNTRY>**USA**</COUNTRY>
136	<ADDRESS1>**12 Main St.**</ADDRESS1>
137	<ADDRESS2 />
138	<CITY>**Pleasanton**</CITY>
139	<COUNTY />
140	<POSTAL>**994588**</POSTAL>
141	</LM_PERSON_ADDR>
142	- <PSCAMA class="**R**">
143	<AUDIT_ACTN>**A**</AUDIT_ACTN>
144	</PSCAMA>
145	- <LM_PERSON_PHONE class="**R**" source_record="PERSONAL_PHONE">
146	<LM_PERSON_ID>**B-BARET100**</LM_PERSON_ID>
147	<LM_PRIMARY>**N**</LM_PRIMARY>
148	<LM_PHONE>**800-380-7638**</LM_PHONE>
149	</LM_PERSON_PHONE>
150	- <PSCAMA class="**R**">
151	<AUDIT_ACTN>**A**</AUDIT_ACTN>
152	</PSCAMA>
153	- <LM_PERSON_OPRID class="**R**">
154	<LM_PERSON_ID>**0**<LM_PERSON_ID />
155	<OPRID />
156	</LM_PERSON_OPRID>
157	- <PSCAMA class="**R**">
158	<AUDIT_ACTN>**A**</AUDIT_ACTN>
159	</PSCAMA>
160	</LM_PERSON>
161	- <PSCAMA class="**R**">
162	<LANGUAGE_CD>**ENG**</LANGUAGE_CD>
163	<AUDIT_ACTN>**A**</AUDIT_ACTN>
164	<BASE_LANGUAGE_CD>**ENG**</BASE_LANGUAGE_CD>
165	<MSG_SEQ_FLG />

FIG. 5C

Line	Transformed Data Output – Continued
166	<PROCESS_INSTANCE>**67**</PROCESS_INSTANCE>
167	<PUBLISH_RULE_ID>**PERSON_BASIC**</PUBLISH_RULE_ID>
168	<MSGNODENAME />
169	</PSCAMA>
170	<LM_PERS_NID>
171	<LM_PERSON_ID>**B-BARET100**</LM_PERSON_ID>
172	<LM_NATIONAL_ID>**000999000**</LM_NATIONAL_ID>
173	</LM_PERS_NID>
174	<PSCAMA class="**R**">
175	<AUDIT_ACTN>**A**</AUDIT_ACTN>
176	</PSCAMA>
177	</Transaction>
178	</MsgData>
179	</LM_PERSON_BASIC_FULLSYNC>

FIG. 5D

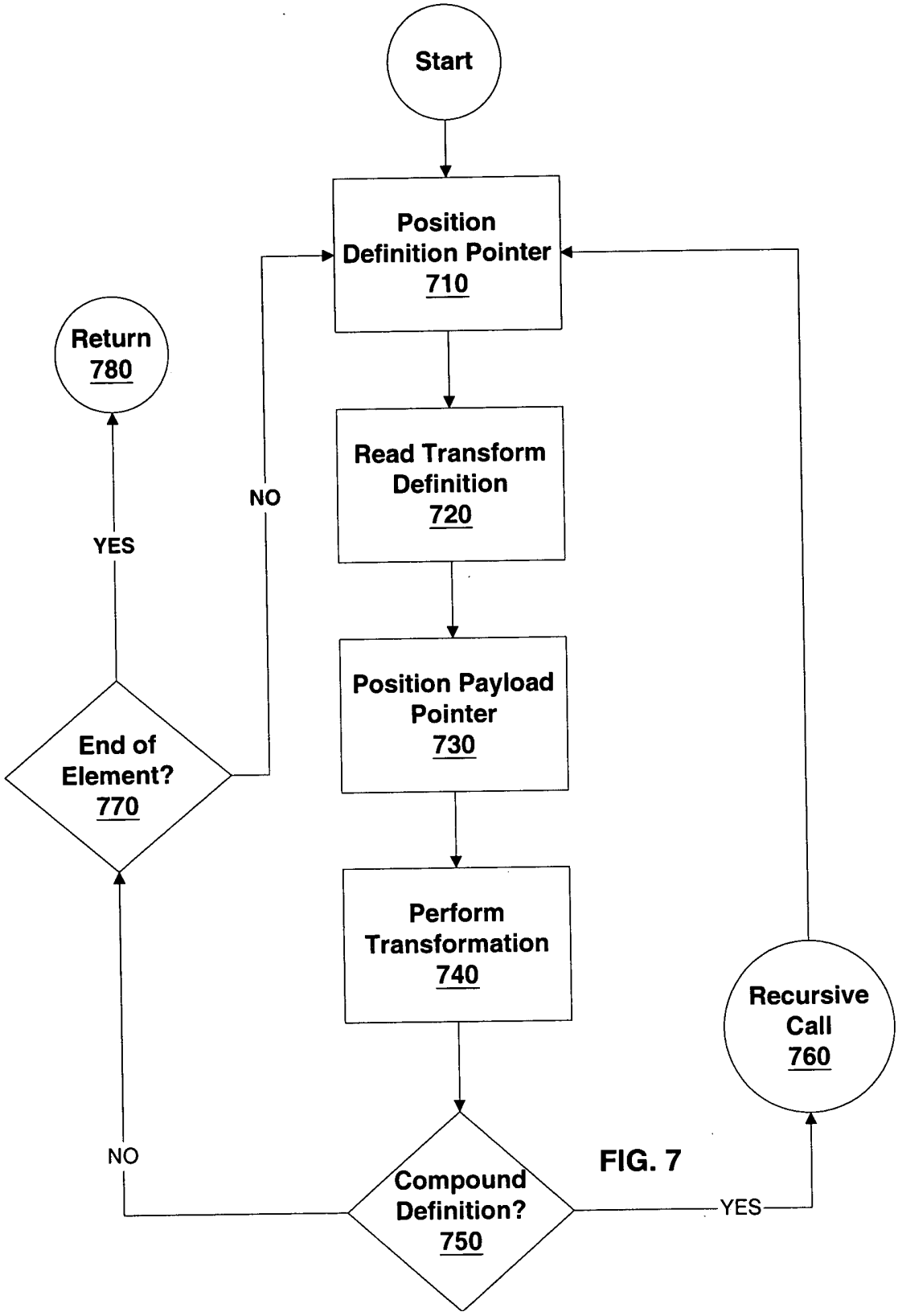
Start
Position Definition Pointer 710
Read Transform Definition 720
Position Payload Pointer 730
Perform Transformation 740
Compound Definition? 750
YES
Recursive Call 760
NO
End of Element? 770
NO
YES
Return 780

FIG. 7